

KLAK(FM), KMAD-FM, KMKT(FM)
EEO PUBLIC FILE REPORT
April 1, 2021-March 31, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 4-5, 16-20	4
Account Executive	1, 4-5, 16-19	18

**KLAK(FM), KMAD-FM, KMKT(FM)
EEO PUBLIC FILE REPORT
April 1, 2021 -March 31, 2022**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	No	1
2	All Access Website www.allaccess.com	No	0
3	Allen Chamber 210 West McDermott Drive, Allen, TX 75013 Contact: Angel Wood Phone: 972-727-5585	No	0
4	Alpha Media Career Website www.alphamediausa.com/careers	No	1
5	Indeed Website www.indeed.com	No	0
6	Austin College 900 N Grand Ave., Sherman, TX 75090 Contact: Career Services Phone: 903-813-2000	No	0
7	Celina Chamber 201 Preston Road, Celina, TX 75009 Contact: Career Service Phone: 972-382-3300	No	0
8	Choctaw Career Development PO Box 1210, Durant, OK 74701 Contact: Kelli Ostman Phone: 866-933-2260 Fax: 580-920-1514 Email: kostman@choctawnation.com	No	0
9	Collin College 2800 E Spring Creek Parkway, Plano, TX 75074 Contact: Dr Mary McCrae Phone: 972-881-5790	No	0
10	Denison Chamber 313 W Woodard, Denison, TX 75020 Contact: Career Services Phone: 903-465-1551	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Frisco Chamber of Commerce Frisco, Texas Contact: Career Services Phone: 972-335-9522	No	0
12	Grayson Co College 6101 Grayson Drive, Denison, TX 75020 Contact: Gretchen Huff Phone: 903-415-2544 Email: huffg@grayson.edu	No	0
13	Kiamichi Technology Center 810 Waldron Road, Durant, OK 74701 Contact: Jennifer Davis Phone: 580-924-7081 Fax: 580-924-2790 Email: jdavis@ktc.edu	No	0
14	McKinney Chamber of Commerce 2150 S Central Expressway #150, McKinney, TX 75070 Contact: Career Service Phone: 972-542-0163	No	0
15	Plano Chamber of Commerce 1200 E 15 th Street, Plano, TX 75074 Contact: Sue Rackers Phone: 972-434-7547	No	0
16	Sherman Chamber of Commerce 307 Wet Washington Street, #100, Sherman, TX 75090 Contact: Eddie Brown Phone: 903-893-1184	No	0
17	LinkedIn www.linkedin.com	No	2
18	On-Air Announcements (<i>one or more SEU stations</i>)	No	1
19	Walk-Ins	No	2
20	Facebook.com www.facebook.com	No	0
21	Job Fairs (<i>See Sec. III</i>)	No	0
TOTAL INTERVIEWES OVER REPORTING PERIOD			7

KLAK(FM), KMAD-FM, KMKT(FM)
EEO PUBLIC FILE REPORT
April 1, 2021 -March 31, 2022

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On April 14, 2021, our SEU participated in the Southeastern Oklahoma Virtual Business Career Fair, which was hosted by Southeastern Ok State University. SEU participants included our Operations Manager, who met with students online and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
2	Participate in Job Fair	On September 29,2021, our SEU participated in the Southeastern Oklahoma Fall 2021 All Majors Career Fair, which was hosted by Southeastern Ok State University. SEU participants included our Operations Manager, who met with students and spoke about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
3	Host Job Fair	July 2021 our SEU hosted our Back To Work Wednesdays virtual job fair sponsored by Texoma Medical Center. Seven prominent local businesses participated each Wednesday in July hosting group discussions and providing on-the-spot interviews. The SEU’s Operations Manager, Production Director and Program Directors hosted the event. Each business participant was interviewed and discussed their job opening live on line answering questions from job seekers in real time.
4	Participate in Job Fair	On October 5, 2021, our SEU participated in the Austin College Fall Employer Recruitment Day, which was hosted by Austin College. SEU participants included our Market Manager and Sales Manager, answered questions from students and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
5	Participate in event sponsored by or on behalf of an educational institution relating to careers in	On February 10, 2022, our SEU participated in the Career Expo 2022 which was hosted by Sherman

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
	broadcasting	High School. SEU participants included our Market Manager and Sales Manager, answered questions from High School Seniors and spoke with them about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
6	Participate in Job Fair	On March 3, 2022, our SEU participated in the Austin College Career Fair 2022, which was hosted by Austin College. SEU participants included our Market Manager and Sales Manager, answered questions from students and spoke with students about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
7	Participate in Job Fair	On March 2, 2022, our SEU participated in the Southeastern Oklahoma All Majors Career Fair, which was hosted by Southeastern Ok State University. SEU participants included our Operations Manager, who met with students and spoke about career opportunities in broadcasting with an emphasis on sales as well as job openings within the SEU.
8	Management-level training addressing equal employment opportunity and preventing discrimination	Between the dates of Sept 1, 2021 and November 15, 2021, our SEU's Market and Business Manager participated in ThinkHR training program provided by Alpha Media entitled, "EEO and Lawful Hiring" enforcing good hiring practices and non-discrimination and A Manager's Guide to Diversity Inclusion and Accommodation.